

Adoma

Human Right and Due Diligence Report

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COMPANY NAME : Adoma Ltd.
DATE : 30 Jun 2025
REPORTING PERIOD : 2024 – June 2025

Ms. Warintra Boonsanong (Human Resource Department Manager)
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Mr. Methee Thiramanas (Sustainability Supervisor)
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Adoma has implemented key policies approved by the company's Managing Directors to support our human rights and due diligence practices: the Human Rights Policy, the Due Diligence Policy, and the Supply Chain Policy. These policies reflect our commitment to respecting human rights within our own operations and throughout our supply chain. We expect our business partners—including suppliers, customers, and service providers—to uphold the same standards. We are also committed to sourcing only ethically produced materials, including gold, silver, platinum, palladium, diamonds, and coloured stones, and we expect our suppliers to share and support this commitment. We make the policies accessible to internal staff via our Line group chat and to external stakeholders through our company website.

For human rights, Adoma focuses on how our business partners treat their workers. When high-risk practices such as unfair or unethical treatment are identified, we actively engage the partner to provide guidance and support toward adopting human rights principles. Internally, we conduct risk assessment to ensure our own employees are treated with fairness and respect, in line with RJC guidance.

From our latest assessments, we did not identify any risks related to human rights within our operation and supply chain. The findings are reported directly to the Managing Directors.

Grievances from internal stakeholders can be submitted via the grievance box or directly to the Human Resource Department. External grievances can be sent by email to the Human Resource Manager, with details published on our website. All grievance submissions are handled confidentially.

Between 2024 and the first half of 2025, Adoma did not receive any external grievances. All internal grievances were addressed, and those who filed were satisfied with the outcomes. No repeat grievances were reported. Ms. Warintra Boonsanong, Human Resource Manager and Mr. Methee Thiramanas, Sustainability Supervisor oversees all grievance mechanism.

Adoma provides human rights training to all employees. The training covers topics such as child labour, forced labour, and non-discrimination. Staff are trained to recognize, prevent, and report any signs of labour abuse. The sessions also reinforce the importance of fair treatment, equal employment opportunity, and access to confidential grievance channels.

To implement the due diligence and supply chain policies, we have developed due diligence procedure and assess our partners by its approach. We obtain information for assessment by sending questionnaires to the business partners and find no red flag at all partners. According to the procedure, if the red flag is observed, We will also conduct interviews, and do onsite inspections. we prioritize transparency of material sourcing including location, ownership, and material origin. If unacceptable risk is identified, we will implement risk mitigation process to settle the issue.

In regard to the risk mitigation, if a supplier is found to be connected to serious abuses—such as involvement with non-state armed groups or illicit mineral trade—we will terminate the relationship immediately. For other deficiencies, we will provide a defined improvement period and reassess before taking further steps. Oversight of these efforts is led by Mr. Methee Thiramanas, Sustainability Supervisor.

Adoma also demonstrates our commitment to human rights and supply chain transparency by communicating our efforts to external stakeholders. We publish this Human Rights and Due Diligence Report and our Sustainability Report, on our company website, making them accessible to our customers, business partners, and the public. By sharing these reports, we aim to strengthen human rights and enhance transparency throughout the jewellery supply chain.

Adoma has firmly committed to upholding human rights and promoting transparency and responsibility across our supply chain. We recognize that protecting human rights and conducting effective due diligence are essential not only for companies and our ethical business practices but also for ensuring the long-term sustainability of both our jewellery business and the broader global community. We will continue to strengthen these efforts, regularly review and improve our practices, and work collaboratively with our stakeholders to support a responsible and sustainable jewellery industry.



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